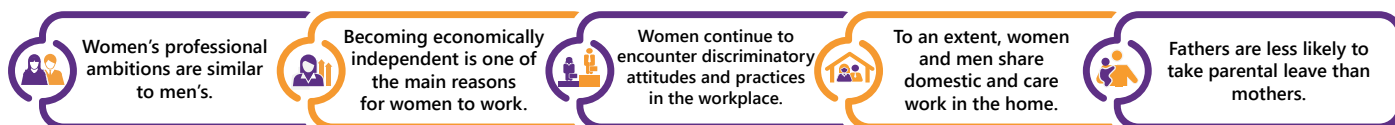


SNAPSheet: Social Norms, Attitudes and Practices in the Philippines

Investing in Women (IW), an initiative of the Australian Government, catalyses inclusive economic growth through women's economic empowerment in South East Asia. To gain a deeper understanding of women's and men's perceptions of gender equality, IW conducted a Social Norms, Attitudes and Practices Survey (SNAPS) on women's and men's roles at work and at home. The study included survey results from 6,000 respondents aged 18-40 and living in urban areas in Indonesia, the Philippines and Vietnam (1,000 women and 1,000 men in each country). The insights presented in this study can be used to better inform strategies that will deliver women's economic empowerment. This factsheet presents notable findings for the Philippines.

KEY FINDINGS



TOP MAIN REASONS TO WORK



- To contribute to my family's income
- To be economically independent
- For personal fulfilment or they needed the money for themselves



- To contribute to my family's income
- To be economically independent
- For personal fulfilment, to develop professionally or they needed the money for themselves

TOP REASONS TO TAKE A NEW PAID JOB

A good salary	1	Work with good prospects for promotion	6
A long-term permanent job	2	Challenging or interesting work	7
A positive workplace culture	3	Free from harassment in the workplace	8
Availability of flexible hours	4	Number of hours travelling to and from work	9
Ability to work from home	5	Not working long hours or overtime	10

Gender experiences at work

Of the three countries surveyed, the Philippines stands out for having the most respondents concerned about harassment. Seven in 10 women and men perceive that women are likely to face harassment from bosses and peers and nearly half of the respondents perceive that Filipino men are also likely to face harassment.

HARASSMENT AT WORK



Reasons to work

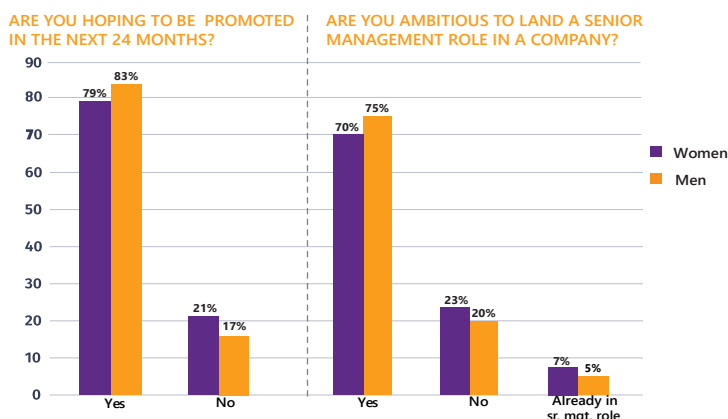
Earning income for the family is the main reason for Filipinos to work. Women (72%) are more likely than men (63%) to see their salary contributing to the family income while 23% of women and 36% of men said that they are the main income earner. Interestingly, 20% of single, young women and 17% of single, young men (between 18 to 24 years old) identified as their family's main income earner, and this aligns with relatively high parental expectations for this age group (35%) to be in the workforce.

While a majority of respondents also work for personal fulfilment and professional development, income remains the overarching factor. Still, 17% of men and 14% of women rated these factors (together with being core to their identity) as their primary reason for working (rating it more important than salary).

In general, a good salary, a long-term permanent job and a positive workplace culture is of primary importance to both Filipino women and men when looking for a new job. Almost half of women consider access to maternity leave as one of their 'drivers' while only one third of men consider paternity leave as a main factor. Respondents in the Philippines who have families tend to put more value than other groups on the ability to work from home.

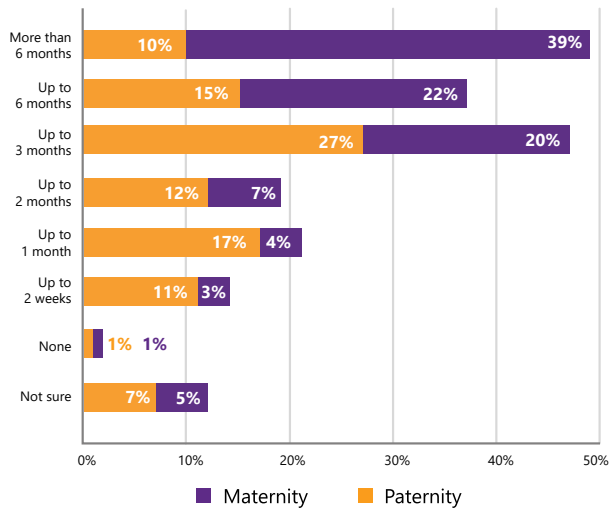
Ambition

Most Filipino women and men hope to be promoted in the next 24 months (women 79%, men 83%), while only 23% of women and 20% of men do not aspire for a senior management role. Across all age groups, women are similarly ambitious as men, and age affects one's ambition more than gender. Older women and men are less ambitious than their younger counterparts.

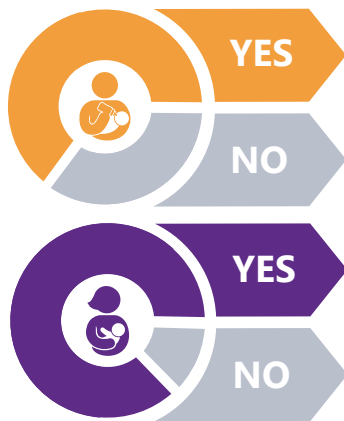


Parental leave

AMOUNT OF PAID PARENTAL LEAVE THAT SHOULD BE OFFERED TO MOTHERS AND FATHERS



HAVE YOU EVER TAKEN PARENTAL LEAVE WITH A CURRENT OR PAST EMPLOYER?



The survey results show that 61% of fathers have taken parental leave, and within that group, only one fifth took more than 4 weeks leave; most men took leave for less than 2 weeks. Eighty-three percent (83%) of mothers have taken parental leave, and within that group, three quarters took more than four weeks leave.



Visit bit.ly/SNAPS2018 to download the full report.

Strong support for parental leave

At the time the survey was conducted, the paid parental leave provision in the Philippines was 12 weeks for women and 7 days for men. In 2019, a bill proposing to extend parental leave to 21 weeks for women and 14 days for men was signed into law. Based on the survey, most urban millennials are supportive of this bill.

Women and men are overwhelmingly supportive of parental leave for both mothers and fathers. The majority of respondents in the Philippines believes that women should be offered 12 weeks or more of maternity leave, with 61% of respondents in favour of allocating more than 18 weeks paid leave for women.

There is strong support for longer paternity leave in the Philippines, where there is currently a limited paternity leave allocation for fathers of newborn children. The majority of respondents think men should be offered at least 8 weeks or more, with over 80% believing the length of paternity leave should be more than what is currently provided for in legislation.

REASONS FOR NOT TAKING PATERNITY LEAVE

13%

of men were afraid to lose their jobs.

11%

of men said their organisation did not offer leave.

10%

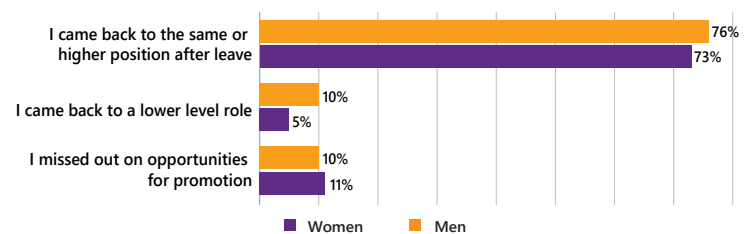
of men were afraid it would affect their careers.

7%

of men were afraid criticism from peers and family.

Respondents in the Philippines are the least likely to take up parental leave compared to the other countries surveyed. However, Filipino men were more concerned about losing their jobs, jeopardising their career, or being criticised by family, friends and peers if they take parental leave, than women. More men also claim that the organisations they work for are less supportive of men taking parental leave.

IMPACT OF TAKING PARENTAL LEAVE



The majority of women and men come back to work with the same position after parental leave, although 16% of women and 20% of men said that they resumed working in a lower role or missed out on promotion opportunities.

POSITIVELY SHIFTING SOCIAL NORMS

The social norms and behaviours operating both in the home and in workplaces can be positively shifted through:



Promoting awareness of parental leave policies among staff and building positive attitudes around taking parental leave.



Setting up workplace policies and practices to prevent harassment, as well as supporting women and men facing harassment.



Encouraging women and men to speak up in favour of gender equality at home and at work to start a positive public conversation and break down misconceptions.



Amplifying stories of men embracing their roles as fathers, carers and equal partners in household duties to normalise men's roles at home.



Amplifying stories of women at work and in business and normalising women's economic role over their life course.



Encouraging women and men to have conversations about sharing housework and caring duties in the household.



Encouraging parents to raise children who are free from limiting gender stereotypes.